

FACILITY MAINTENANCE TECHNICIAN
CONTRACT OF EMPLOYMENT

In consideration of these agreements, the parties agree as follows:

EMPLOYMENT: The School Committee to employ Robert Elliott as Facility Maintenance Technician of the Tyngsborough Public Schools.

A. **Work Week/Year**

180 days per year. Schedule to be determined by Supervisor of Buildings and Grounds.

B. **Compensation**

The Facility Maintenance Technician shall be paid an annual salary; beginning July 1, 2010 a minimum of \$37,545 per year to be paid in 26 payments. Annual percentage increases to be negotiated yearly.

C. **Health Insurance**

Said person will be entitled to participate in any and all insurance plans (health, life, etc.) provided by the Town at a contribution rate of 25% employee/75% employer.

D. **Serious Illness or Death in the Immediate Family**

A maximum of five (5) days per year will be granted for serious illness or death in the immediate family. These days, if used, shall not be deducted from sick leave. The definition of the immediate family for the purpose of this policy shall be as follows: the immediate family includes father, mother, wife, husband, children, brothers, sisters, grandparents, mother and father-in-law, sister and brother-in-law. If, in the opinion of the Superintendent, a relationship exists similar to that of the family relationship, this leave may be granted. These days are not accumulative from year to year.

E. **Jury Duty**

Compensation will be provided in accordance with the laws of the County and the Commonwealth of Massachusetts.

F. **Evaluations**

A yearly written evaluation will be completed by the Supervisor of Buildings & Grounds.

G. **Paternity/Maternity/Childrearing Leave**
-Short-term Maternity Leave

1. Upon receipt of at least two weeks written notice of his/her anticipated date of departure and intention to return, the School Committee shall grant a leave of absence for paternity/maternity for up to eight (8) weeks in accordance with the provisions of Massachusetts General Laws, Chapter 149, Section 105D.
2. This leave may be extended by mutual agreement between said person and the School Committee in order that said person who has been on short-term paternity/maternity leave status may return at an appropriate time in consideration of the school system.

Extended Paternity/Maternity Leave

1. Under normal circumstances upon receipt of at least six (6) weeks written notice of his/her anticipated date of departure and intention to return, the School Committee may grant an extended long-term paternity/maternity child-rearing leave.

IN WITNESS WHEREOF, the parties have signed and sealed this Agreement on this the _____ day of _____ in the year _____.

Town of Tyngsborough

By _____
Darrell J. Lockwood
Superintendent of Schools

Robert Elliott
Facility Maintenance Technician